Burlington Shamong Twp Advertised Enrollments

Pupil Enrollment Categories	10-13-2017 Actual	10-15-2018 Actual	10-15-2019 Estimate
On Roll Regular Full-Time	636.0	612.0	603.0
On Roll Special Ed Full-Time	119.0	122.0	118.0
On Roll Subtotal	755.0	734.0	721.0
In Private School Placements	3.0	4.0	0.0
Sent to Other Districts Special Ed	1.0		0.0
Received	1.0	3.0	0.0

Burlington Shamong Twp Advertised Revenues

Budget Category	Description	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
	Local Tax Levy	10-1210	9,189,252	9,373,037	9,560,498
	Total Tuition	10-1300	64,198	21,613	4,000
	Unrestricted Miscellaneous Revenues	10-1XXX	183,358	71,000	61,184
General Fund Revenues from Local Sources	Interest Earned On Current Expense Emergency Reserve	10-1XXX	0	20	20
	Interest Earned on Maintenance Reserve	10-1XXX	0	14	14
	Interest Earned on Capital Reserve Funds	10-1XXX	0	150	150
	Total Revenues from Local Sources		9,436,808	9,465,834	9,625,866
	Categorical Transportation Aid	10-3121	224,964	191,437	191,437
	Extraordinary Aid	10-3131	35,734	26,860	12,195
	Categorical Special Education Aid	10-3132	507,214	507,214	507,214
	Equalization Aid	10-3176	3,430,365	3,430,365	3,266,834
General Fund Revenues from State Sources	Categorical Security Aid	10-3177	65,308	65,308	65,308
General Fund Revenues from State Sources	PARCC Readiness Aid	10-3181	8,250	0	0
	Per Pupil Growth Aid	10-3182	8,250	0	0
	Professional Learning Community Aid	10-3183	7,420	0	0
	Other State Aids	10-3XXX	3,531	3,306	3,306
	Total Revenues from State Sources		4,291,036	4,224,490	4,046,294
	Budgeted Fund Balance-Operating Budget	10-303	0	800,000	792,166
General Fund Revenues from Other Sources	Adjustment for Prior Year Encumbrances		0	242,746	0
	Actual Revenues (Over)/Under Expenditures		-361,217	0	0
General Fund Revenues	Total Operating Budget		13,366,627	14,733,070	14,464,326
Special Revenue Fund Revenues from Local Sources	Other Revenue from Local Sources	20-1XXX	25,233	35,970	0
Special Revenue Fund Revenues Iron Local Sources	Total Revenues from Local Sources	20-1XXX	25,233	35,970	0
	Title I	20-4411-4416	56,083	56,213	44,971
	Title II	20-4451-4455	14,998	13,348	10,678
Special Devenue Fund Devenues from Foderal Sevenes	Title IV	20-4471-4474	10,000	10,000	8,000
Special Revenue Fund Revenues from Federal Sources	I.D.E.A. Part B (Handicapped)	20-4420-4429	177,143	187,934	141,432
	Preschool Development Expansion Grant	20-4527	11,015	0	0
	Total Revenues from Federal Sources		269,239	267,495	205,081

Burlington Shamong Twp Advertised Revenues

Budget Category	Description	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
Special Revenue Fund Revenues	Total Grants and Entitlements		294,472	303,465	205,081
Dobt Comice Fund Devenues from Level Courses	Local Tax Levy	40-1210	829,658	138,301	143,108
Debt Service Fund Revenues from Local Sources	Total Revenues from Local Sources		829,658	138,301	143,108
Debt Service Fund Revenues from State Sources	Debt Service Aid Type II	40-3160	31,723	32,533	33,663
	Budgeted Fund Balance	40-303	0	0	1
Debt Service Fund Revenues from Other Sources	Total Local Repayment of Debt		861,381	170,834	176,772
	Actual Revenues (Over)/Under Expenditures		2	0	0
Debt Service Fund Revenues	Total Repayment of Debt		861,383	170,834	176,772
All Fund Revenues	Total Revenues/Sources		14,522,482	15,207,369	14,846,179
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		14,522,482	15,207,369	14,846,179

Burlington Shamong Twp Advertised Appropriations

Budget Category	Description	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
	Regular Programs-Instruction	11-1XX-100-XXX	4,200,655	4,498,449	4,461,137
	Special Education-Instruction	11-2XX-100-XXX	1,047,137	1,170,032	1,197,964
General Fund Current Expenses for Instruction	Basic Skills/Remedial-Instruction	11-230-100-XXX	229,574	217,090	221,533
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	55,128	61,211	70,341
	School-Sponsored Athletics-Instruction	11-402-100-XXX	53,637	59,938	67,098
	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	104,032	361,180	216,356
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	32,500	37,500	38,232
	Undistributed Expenditures-Health Services	11-000-213-XXX	133,875	140,664	145,688
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	211,302	236,007	259,964
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	11,560	21,977	12,100
	Undistributed Expenditures-Guidance	11-000-218-XXX	158,683	166,698	170,335
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	411,313	459,312	460,746
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	88,085	117,660	120,340
Consul Fund Current Funances for Current Consider	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	288,542	298,683	308,932
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	5,632	9,268	6,900
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	369,453	395,579	373,193
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	467,185	537,116	487,325
	Undistributed Expenditures-Central Services	11-000-251-XXX	293,801	332,339	289,762
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	10,000	10,000	10,325
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	1,295,800	1,401,724	1,394,057
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	651,802	785,680	784,718
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	2,343,743	3,069,257	3,087,598
	Total Undistributed Expenditures		6,877,308	8,380,644	8,166,571
Conoral Fund Current Evenences for Ingrapped Records	Interest Earned on Maintenance Reserve	10-606	0	14	14
General Fund Current Expenses for Increased Reserves	Interest Earned on Current Expense Emergency Res	10-607	0	20	20
General Fund Current Expenses	Total General Current Expense		12,463,439	14,387,398	14,184,678

Burlington Shamong Twp Advertised Appropriations

Budget Category	Description	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
	Equipment	12-XXX-XXX-730	33,016	62,507	0
Consider Outlier	Facilities Acquisition and Construction Services	12-000-400-XXX	870,172	283,015	279,498
Capital Outlay	Interest Deposit to Capital Reserve	10-604	0	150	150
	Total Capital Outlay		903,188	345,672	279,648
General Fund Expenses and Transfers	General Fund Grand Total		13,366,627	14,733,070	14,464,326
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	25,233	35,970	0
	Title I	20-XXX-XXX-XXX	56,083	56,213	44,971
	Title II	20-XXX-XXX-XXX	14,998	13,348	10,678
Special Revenue Fund Expenses for Federal Projects	Title IV	20-XXX-XXX-XXX	10,000	10,000	8,000
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	188,158	187,934	141,432
	Total Federal Projects	20-XXX-XXX-XXX	269,239	267,495	205,081
Special Revenue Fund Expenses	Total Special Revenue Funds		294,472	303,465	205,081
Dokt Contine Fund Funences	Total Regular Debt Service	40-701-510-XXX	861,383	170,834	176,772
Debt Service Fund Expenses	Total Debt Service Funds		861,383	170,834	176,772
All Fund Expenses	Total Expenditures/Appropriations		14,522,482	15,207,369	14,846,179
Expenses Net of Transfers	Total Expenditures Net of Transfers		14,522,482	15,207,369	14,846,179

Burlington Shamong Twp Advertised Recapitulation of Balances

Fund Balance Category	Budget Category	Audited Balance 06/30/2017	Audited Balance 06/30/2018	Estimated Balance 06/30/2019	Estimated Balance 06/30/2020
	Capital Reserve	1,220,826	1,625,223	1,625,373	1,625,523
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	70,000	70,000	70,014	70,028
Restricted for Conoral Operating Budget	Legal Reserve	1,607,771	1,590,000	790,000	0
Restricted for General Operating Budget	Tuition Reserve	0	0	0	0
	Current Expense Emergency Reserve	196,000	96,000	96,020	96,040
	Impact Aid Reserve for General Expenses (Sections 8002 and 8003)	0	0	0	0
	Impact Aid Reserve for Capital Expenses (Sections 8007 and 8008)	0	0	0	0
Restricted for Repayment of Debt	Repayment of Debt	0	0	0	0
Hara-stricts d	General Operating Budget	289,044	291,972	291,972	289,806
Unrestricted	Repayment of Debt	3	1	1	0

Burlington

Advertised Per Pupil Cost Calculations

Shamong Twp

Per Pupil Cost Calculations	2016-17 Actual Costs	2017-18 Actual Costs	2018-19 Original Budget	2018-19 Revised Budget	2019-20 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$15,250	\$15,306	\$17,880	\$18,036	\$18,278
Total Classroom Instruction	\$9,189	\$9,028	\$10,574	\$10,575	\$10,757
Classroom-Salaries and Benefits	\$8,379	\$7,856	\$9,140	\$9,147	\$9,371
Classroom-General Supplies and Textbooks	\$295	\$216	\$296	\$281	\$272
Classroom-Purchased Services	\$515	\$956	\$1,138	\$1,147	\$1,114
Total Support Services	\$2,185	\$2,238	\$2,725	\$2,692	\$2,802
Support Services-Salaries and Benefits	\$1,963	\$2,036	\$2,390	\$2,384	\$2,486
Total Administrative Costs	\$1,874	\$1,876	\$2,074	\$2,248	\$2,125
Administration Salaries and Benefits	\$1,604	\$1,635	\$1,826	\$1,841	\$1,855
Total Operations and Maintenance of Plant	\$1,818	\$1,975	\$2,277	\$2,290	\$2,322
Operations and Maintenance-Salaries and Benefits	\$1,139	\$1,181	\$1,348	\$1,365	\$1,393
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$177	\$182	\$220	\$221	\$258
Total Equipment Costs	\$64	\$43	\$29	\$85	\$0
Legal Costs	\$48	\$26	\$28	\$28	\$28
Employee Benefits as a percentage of salaries*	33.30%	31.14%	37.58%	38.74%	38.52%

^{*}Does not include pension and social security paid by the State on-behalf of the district.

The information presented in columns 1 through 3 as well as the related descriptions of the per pupil cost calculations are contained in the Taxpayers' Guide to Education Spending and can be found on the Department of Education's Internet website: http://www.state.nj.us/education/guide/. This publication is also available in the board office and public libraries. The same calculations were performed using the 2018-19 revised appropriations and the 2019-20 budgeted appropriations presented in this advertised budget. Total Budgetary Comparative Per Pupil Cost is defined as current expense exclusive of tuition expenditures, transportation, residential costs, and judgments against the school district. For all years it also includes the restricted entitlement aids. With the exception of Total Equipment Cost, each of the other per pupil cost calculations presented is a component of the total comparative per pupil cost, although all components are not shown.

^{**}Federal and State funds in the blended resource school-based budgets.

Burlington Unusual Revenues and Appropriations Shamong Twp

Line Number	Source	Amount	Explanation
71060	PERS Pension Liability	20,000	2004 Unauthorized Early Retirement

Burlington Shared Services Shared Services

Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Banking	Participate in the Lenape consortium for bank services	0
Curriculum Services	Participates in Lenape RHSD and eight constituent K-8 districts for articulation and alignment of curricula as appropriate	0
Food Services	Subcontracts with NutriServe Food Management Services, which serves multiple school districts, achieving savings through bulk purchasing	0
Insurance Coverages and Benefits	Burlington County Insurance Pool (JIF) with other school districts to purchase insurance	0
Municipal/Public Works	Shamong Township for snow removal and custodial services	0
Others	Lenape Regional Trash pick-up consortium	0
Professional Staff Development	The Lenape sending/receiving districts for centralized staff development for teachers	0
	Part of the Educational Services Commission of NJ for purchase of a variety of products and services	0
Durchasing	Participate n the NJ State purchasing program for goods and services	0
Purchasing	Part of the Hunterdon County Co-op for purchase of goods and services	0
	Part of PEPPM for purchase of technology equipment	0
Recycling	Burlington County Municipal Utilities for pic-up of recycling in distgrict	0
	Burlington County Educational Services Unit for purchase of educational services and professional staff	0
Special Education Services	Medford Lakes, Mount Laurel and Tabernacle shared special education programs	0
	YMCA Camp Ockanickon ESY services behavioral	0
Staffing - Other	Contracted Source for Teachers for daily substitutes and long-term substitutes	0
Stalling - Other	Contracted with insight for daily aides and assistants	0
Tachnology Sondage	NJ Edge for purchase of technology equipment	0
Technology Services	TIPS for purchase of technology equipment	0
	Burlington County Transportation Services Unit for shared transportation services	0
Transportation Services, including Fuel	Lenape Regional School District provides transportation for routes to allow tiering and additional routes	0
	Uses Burlington County ESU and other LEAs for special education out of district placements, private and parochial schools	0

Burlington Shamong Twp Estimated Tax Rates

Municipality	Category	Amount
	(A) General Fund School Levy	
	(D) Total School Levy	9,703,606
	(B) Estimated Net Taxable Valuation (as of 10/01/18)	663,742,297
Chamana Turn	(H) Estimated Equalized Valuation (as of 10/01/18)	710,138,222
Shamong Twp	(C) Estimated 2019-20 General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(B)	1.4404
	(F) Estimated 2019-20 Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(B)	1.4620
	(I) Estimated 2019-20 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(H)	1.3463
	(L) Estimated 2019-20 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(H)	1.3664

Name	Category	Measure
	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$160,806
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	N
	Shared County	None Reported
	Shared District	None Reported
	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/16
	End Date of Contract	06/30/20
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	20
	Contracted Number of Annual Sick Days	12
Christine Vespe	Contracted Number of Annual Personal Days	4
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	0
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$4,430
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$0
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$39,739
	Contractual Post-Employment Benefit Description of Payout of Sick days	Max per contract
	Contractual Post-Employment Benefit Description of Payout of Vacation days	160,806/260*40 days (max)
	Contractual Post-Employment Benefit Description of Payout of Personal days	No provision for unused personal days
	Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported

Name	Category	Measure
	Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
	Total Other/In-Kind Remuneration Amount	\$0
	Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	None Reported
Christine Vespe	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	None Reported
	Additional Comment 1	None Reported
	Additional Comment 2	None Reported
	Additional Comment 3	None Reported
	Job Title	Business Administrator
	Job Title II	None Reported
	Base Annual Salary Amount	\$125,000
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	N
	Shared County	None Reported
	Shared District	None Reported
	Job Title Other District	None Reported
Laura Archer	Member of Collective Bargaining Unit (CBU)?	N
Laura Archei	Beginning Date of Contract	07/01/18
	End Date of Contract	06/30/19
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	20
	Contracted Number of Annual Sick Days	12
	Contracted Number of Annual Personal Days	4
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	0
	Description of Other Contracted Non-Working Days	None Reported

Name	Category	Measure
	Total Allowances Amount	\$19,525
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$0
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$34,231
	Contractual Post-Employment Benefit Description of Payout of Sick days	Max payout at retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	125,000/260*40 days max
	Contractual Post-Employment Benefit Description of Payout of Personal days	No payout for personal days
	Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
Laura Archer	Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
Laura Archei	Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
	Total Other/In-Kind Remuneration Amount	\$0
	Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	None Reported
	Additional Comment 1	None Reported
	Additional Comment 2	None Reported
	Additional Comment 3	None Reported
	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	Technology
Nelson Vasquez	Base Annual Salary Amount	\$97,850
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	N
	Shared County	None Reported
	Shared District	None Reported

Name	Category	Measure
	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/18
	End Date of Contract	06/30/19
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	20
	Contracted Number of Annual Sick Days	12
	Contracted Number of Annual Personal Days	4
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	0
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$600
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
Nelson Vasquez	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$0
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$20,561
	Contractual Post-Employment Benefit Description of Payout of Sick days	Max payout at retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	97,850/260*27 days max
	Contractual Post-Employment Benefit Description of Payout of Personal days	No payout at retirement
	Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
	Total Other/In-Kind Remuneration Amount	\$0
	Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	None Reported

Name	Category	Measure
Nelson Vasquez	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	None Reported
	Additional Comment 1	None Reported
	Additional Comment 2	None Reported
	Additional Comment 3	None Reported
	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	Facilities
	Base Annual Salary Amount	\$99,213
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	N
	Shared County	None Reported
	Shared District	None Reported
	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/18
	End Date of Contract	06/30/19
	Contracted Number of Annual Work Days	260
Todd Hall	Contracted Number of Annual Vacation Days	20
	Contracted Number of Annual Sick Days	12
	Contracted Number of Annual Personal Days	4
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	0
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$600
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$0
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$20,702
	Contractual Post-Employment Benefit Description of Payout of Sick days	Max payout at retirement

Burlington Employee Contract List for District Shamong Twp

Name	Category	Measure
Todd Hall	Contractual Post-Employment Benefit Description of Payout of Vacation days	99,213/260*27 max days
	Contractual Post-Employment Benefit Description of Payout of Personal days	No payout at retirement
	Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
	Total Other/In-Kind Remuneration Amount	\$0
	Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	None Reported
	Additional Comment 1	None Reported
	Additional Comment 2	None Reported
	Additional Comment 3	None Reported